

Gender Pay Gap Report 2020-21

As an employer of more than 250 people The Brendoncare Foundation is required to publish an annual gender pay gap report. The gender pay gap is a measure of the difference in the average earnings of men and women, expressed as a percentage of the hourly rate of male employees. *This is different from equal pay and we are confident that men and women are paid equally for the same or similar roles.* This report covers the pay of around 690 staff.

Gender pay gap

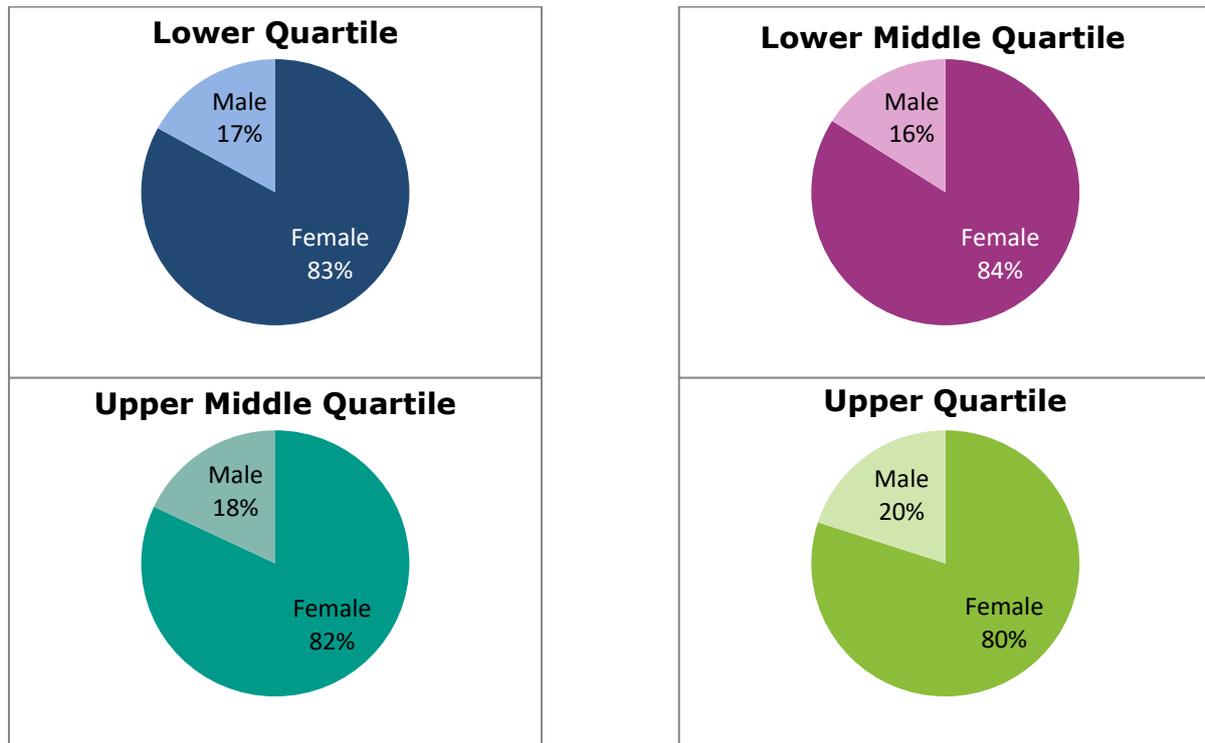
Median 1.08%
Mean 2.18%

Gender bonus pay gap

Median 16.67%
Mean 56.99%

Proportion males receiving bonus 3.23%
Proportion females receiving bonus 2.47%

Proportion of females and males in each quartile band



Understanding the gap

At Brendoncare our workforce is predominantly female, with women representing 82% of the overall staff team, which is reflective of the care sector as a whole. We are proud that we have significant representation of women in senior posts across the organisation. Our median gender pay gap at 1.08% is in line with last year, and reflects small changes in the gender mix within each quartile. Small bonus payments are made to certain staff on frozen salaries who meet attendance and training standards and we also make bonus payments to care home managers (90% of whom are female). Our bonus payments are based on clear quantitative measures and do not rely on subjective judgements. The actual payments are small and the decreasing number of people eligible for a bonus has resulted in a higher bonus gap this year, however as eligibility is decreasing we would expect to see the gap reduce going forwards.

We maintain a fair and transparent pay policy. We will continue to take steps to promote gender equality. **We are committed to offering all staff opportunities to progress to higher paid roles and invest in training and development to ensure we have an effective workforce and that individuals are supported to achieve their full potential.**

Marianne Wanstall, Chief Executive